

November 7, 2025

<u>Fall 2025 Delegate Assembly Ignites Unity and Resistance</u> by Ethan Fox, UUP Professional Delegate and Political Action Coordinator



Delegates from across the state convened for the Fall 2025 UUP Delegate Assembly (DA) against the backdrop of what President Fred Kowal, in his report to the body, described as one of the most perilous political moments in our nation's and labor union's history.

Kowal didn't mince words, calling these "dark and difficult times" and warning of a "looming... emergence of a fascist, authoritarian state." He recounted the Trump administration's past several months of attacks on higher education, healthcare, and free speech to the assembly, including:

- The freezing of federal grants on ideological grounds, particularly targeting DEI, green initiatives, and anything deemed to be "woke gender ideology"
- Cuts to the National Science Foundation (NSF) and the capping of indirect costs for NIH grant-funded research
- The targeting of individuals and institutions for exercising free speech, especially in relation to pro-Palestinian protests
- Threats to withhold federal funding from universities, including several SUNY campuses, over DEI programs and cynical accusations of antisemitism
- The systematic gutting of the Department of Education

Fred's message to delegates was clear: these actions are part of a coordinated effort to subjugate higher education, forcing it and educational workers to become mouthpieces for the regime's propaganda, and crush the right to collectively bargain. All of the DA's business was situated within the context of resistance to an administration that "disdains facts, science, and the reality of the climate crisis."

Resolutions and New Business

The delegates debated several key resolutions submitted by the membership, reflecting urgent concerns of our union in the face of current and rapidly unfolding events.

After discussion, the assembly voted to **PASS** the following:

- Resolution on Reaffirming UUP's Commitment to Academic Freedom and Freedom of Thought and Expression: This resolution condemns the escalating attacks on academic freedom and freedom of expression from state legislatures and the Trump administration. It reaffirms that UUP will vigorously defend our contractual rights and stand in solidarity with academic workers nationwide. Supporters for the resolution noted rapidly tightening restrictions around academic freedom, speech, and assembly imposed by administration and law enforcement within and outside of the university, and how this environment places international faculty/staff without tenure or permanency most at risk.
- **Resolution in Support of Infusing Sustainability Across the Curriculum:** This resolution commits UUP to supporting the integration of sustainability principles across all

academic disciplines and calls on SUNY to adopt sustainability as a General Education (GE) requirement. Although some were concerned about the implementation of the requirement and additional load on already overburdened teaching staff, the assembly overwhelmingly voted in favor of an amended version of the resolution.

Following a passionate and difficult debate, a Resolution to Recognize the Current Israeli **Destruction and Depopulation of Gaza as a Genocide** narrowly failed to pass.

A Time for Action

The message from the delegate assembly is that our labor union cannot afford to be complacent. The president's report, resolutions considered, and the tenor of the discussions all point to the need for sustained and increased engagement from every member in the difficult fight for higher education, the public good, and democracy itself. Staying informed, active, and mobilized isn't just a request—it is an imperative as conditions shift beneath our feet.

On November 7th, AFT affiliates and AAUP chapters across the country will join forces with students and allies in a National Higher Ed Day of Action. This national effort is about demanding the kind of system our communities deserve:

Affordable and well-funded higher education

- Safe and welcoming campuses for all students
- Fair wages and secure employment for higher ed workers
- Strong protections for academic freedom and freedom of expression

Additionally, UUP's Advocacy Day in Albany is on February 24, 2026. If you're interested in attending, fill out the following form:

https://docs.google.com/forms/d/e/1FAIpQLSf7r5P9NSiD9F8CbNIEf60xhZc4nPumEZBYP0cV 4a4waZK4IQ/viewform

If you would like to help in planning around these and/or future political action events, please make sure your non-.edu email address on file is up-to-date, and reach out to Ethan Fox, Political

Outreach Coordinator: foxe.uup@pm.me



Table of Contents: In This Issue:

Fall 2025 Delegate Assembly Ignites Unity and Resistance

by Ethan Fox, UUP Professional Delegate and Political Action Coordinator Pages 1-3 Link

Events Flyer- Upcoming Events- November and December

by Ethan Fox, UUP Professional Delegate and Political Action Coordinator Pages 4 Link

UUP Oneonta- President's Report for November, 2025

by Shirley Clark, UUP Oneonta Chapter President Pages 6-7 Link

DA Postscript: Ratcheting Up

by Bill Simons, Secretary, with photos contributed by Achim Koeddermann, Academic Delegate, and Christine Edwards, Professional Delegate Pages 8-10 Link

No Kings Rally II: Standing Proud for American Patriotism and Democracy: October 18, 2025

by Bill Simons, Secretary, and Rob Compton, Acting Vice President for Academics, with photos contributed by Rob Compton Pages 11-20 Link

Remembering Cynthia Klink: Teacher, Scholar, Fighter, UUP Leader

by Nancy Simons, Reference Librarian Emeritus and Former Chapter Delegate/Newsletter Editor Pages 20-23 Link

UUP Oneonta- Executive Board Minutes for October 1, 2025

by Michael McAvoy, Academic Delegate, Secretary for the Day, UUP Oneonta Pages 24-26 Link

Thanksgiving Day Recipe-Pumpkin Soup!

by Teresa DeSantis, UUP Oneonta Chapter Assistant Pages 26-27 Link

Chapter Calendar of Events: https://uuphost.org/oneonta/events/calendar/ Page 27-30 Link

Announcements: Page 31 Link

Disclaimer: Page 31 Link

Website: Page 31 Link

Executive Board Contact List: Pages 31-33 Link

Chapter Hours and Information: Page 33 Link

<u>UUP Oneonta- President's Report for November, 2025</u> by Shirley Clark, Chapter President



UUP Oneonta President Shirley Clark

A Season of Thanks: Gearing Up for the Upcoming Holidays

As we enter into the holiday season, I find myself reflecting on the vital role that solidarity and community play in our lives, especially within the union movement in Upstate New York. Thanksgiving serves as a poignant reminder of the struggles and achievements we have encountered this past year in our ongoing fight for fair wages, health insurance, job security, and equitable working conditions. It is a time for acknowledging the collective efforts of all our union members who work tirelessly to advocate for the rights of all workers, ensuring that everyone has the opportunity to enjoy the fruits of their labor. As we gather with family and friends this Thanksgiving, let us also recognize and honor the camaraderie and support we share as union members, united in the pursuit of justice and equality in our workplaces.

I want to point out that gratitude is not only about appreciating what we have, but also about striving for what we can improve. By taking the time to work together, we can make this season of thanks a launchpad for progress and unity, ensuring that the spirit of Oneonta UUP continues to flourish well into the new year.

Contract Negotiations: Committee Report

As Chapter President, I had the privilege of representing our Oneonta UUP Chapter at the **Statewide Negotiations Committee Meeting in Albany** on **October 9–10, 2025**, alongside

Vice President for Professionals, Jessie Simpauco, and Officer for Contingents, Melissa Lavin.

This meeting was a powerful demonstration of **union democracy in action**. Delegates from across the state gathered to discuss, debate, and vote on the priorities that will shape our upcoming contract negotiations. Many of the key issues raised by our own members during the Oneonta Chapter meeting on September 10, 2025, were brought forward and received strong attention from the Statewide Negotiations Team.

The central focus of the priorities was on **compensation** ensuring that our salaries, stipends, and benefits reflect the true value of the work we perform every day. What stood out most was the **collective voice** of members driving the direction of these negotiations. Every proposal, every vote, and every discussion reflected our shared commitment to improving the professional lives of all UUP members.

To stay informed and engaged in the negotiation process, please make sure your **UUP Member** login is active and up to date. All official updates and negotiation materials will be posted exclusively in the UUP Members Only section of the statewide website.

Together, through solidarity and participation, we ensure that our contract truly reflects the needs and priorities of the membership. Your voice and involvement matter our strength is in our unity.

Fall 2025 Delegate Assembly

President Shirley Clark, Vice President for Professionals Jessie Simpauco, Secretary William Simons, Treasurer Richard Tyler, Officer for Retirees Jerianne Jerminario, Political Outreach Coordinator Ethan Fox, and Delegates Loraine Tyler, Penina Kamina, Michael McAvoy, Anthony Nichols, Matthew Unangst, Achim Koeddermann, and Christine Edwards represented the Oneonta chapter at the Fall 2025 Delegate Assembly, held in Albany on October 24-25, 2025. The event featured strong participation from Oneonta members. It was also the first Delegate Assembly for several of our delegates: Christine Edwards, Matthew Unangst, Ethan Fox, and Anthony Nichols. The Oneonta UUP Chapter was well represented throughout the many sessions offered during the conference.

Memorandum of Agreement Signed

On October 6, 2025, a Memorandum of Agreement (MOA) was signed by Shirley Clark, Oneonta UUP Chapter President, Chris Sielaff, Labor Relations Specialist, and Dia Carleton, Chief Human Resources Officer. In this agreement, when an employee with healthcare benefits eligibility loses or is anticipated to lose benefits eligibility as a result of an action taken by Oneonta, they will receive a consultation with a representative of the Oneonta Office of Employee Services. The purpose of the consultation will be to identify potential employment opportunities that may effectuate continuity of benefits eligibility. The right of the employee to receive the consultation does not confer any right of continued benefits eligibility.

DA Postscript: Ratcheting Up

by Bill Simons, Secretary with photos contributed by Achim Koeddermann, Academic Delegate, and Christine Edwards, Professional Delegate



The DA in Session

A current of youth ran through the Oneonta contingent at the State UUP Fall Delegate Assembly in Albany on October 24th-25th. For 4 of Oneonta's UUP elected delegates — Christine Edwards, Ethan Fox, Anthony Nichols, and Matt Unangst — this was their first DA. In addition, the Chapter's voting representatives included 9 "veterans" — Shirley Clark, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Mike McAvoy, Bill Simons, Jessie Simpauco, Loraine Tyler, and Rich Tyler.



In addition, Betty Wambui provided Oneonta with presence on the Women's Rights Committee.



Chapter representatives listened, questioned, dialogued, and voted during substantive committee and plenary sessions.

For an institution in our SUNY sector, UUP Oneonta merits acknowledgement for the size and engagement of its DA delegation. From across New York State, UUP's 32 Chapters sent 281 seated delegates to the DA. However, given the challenges ahead, amongst them — contract negotiations, AI, and turning back Trump administration assaults on education — mobilizing and

enlarging the corps of UUP activists is essential. As a postscript to the DA, a couple of proposals for ratcheting up our union follow.

At both Chapter and Executive Board meetings, the Oneonta Chapter voted in favor of direct election of State UUP officers. Proponents of direct voting asserted that the initiative would enlarge UUP member participation in voting for State officers and contract ratification as well as summon new leaders and heighten union activism. UUP Fred Kowal then appointed a committee to study and make recommendations concerning direct election of State UUP officers. Ed Wesnofske, vital in the creation of State UUP and the Oneonta Chapter, served on the direct elections committee, along with former State UUP President Bill Scheureman. The committee deliberated and forwarded its report. It is time for the direct voting report to be released to the Delegate Assembly and rank-and-file membership. As we battle for American and campus democracy, let's consider expanding one of democracy's defining attributes, the right to vote, to our own membership.

A second — and related — proposal: let's strengthen both the grassroots voice and lateral communication between Chapters. Leadership and communication from the top are a necessary component of organizational strength but so too are initiatives from the base. Greater knowledge of the victories, tactics, and obstacles encountered by other Chapters would augment our campaigns concerning workload, compensation, resources, respect, and other conditions. If a Chapter in our sector pulls ahead of the pack on say workload, that becomes a benchmark for other Chapters to follow. Perhaps UUP might birth a committee of Chapter presidents and vice presidents that elects a presiding officer from its own ranks.

In the spirit of unionism, it is well to remember words from the song, "Solidarity Forever," that, by tradition, announces the Delegate Assembly:

When the union's inspiration through the workers' blood shall run, There can be no power greater anywhere beneath the sun; Yet what force on earth is weaker than the feeble strength of one, But the union makes us strong.

Solidarity forever!

No Kings Rally II: Standing Proud for American Patriotism and Democracy: October 18, 2025

by Bill Simons, Secretary, and Rob Compton, Interim Vice President for **Academics**

with photos contributed by Rob Compton

America was born in opposition to kings and authoritarians. Our Declaration of Independence proclaims:

> We hold these truths to be self-evident, that all... are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness. — That to secure these rights, Governments are instituted... deriving their just powers from the consent of the governed...

Mr. Jefferson's document, adopted by the Second Continental Congress on July 4, 1776, goes on to enumerate specific violations of those rights by British King George III, amongst them:

- ***obstructing the Laws for Naturalization of Foreigners
- *** obstructed the Administration of Justice
- ***made Judges dependent on his Will alone
- ***sent hither swarms of Officers to harass our people
- *** kept among us, in times of peace, Standing Armies without the Consent of our Legislatures
- ***affected to render the Military independent of and superior to the Civil power
- *** combined with others to subject us to a jurisdiction foreign to our constitution, and unacknowledged by our laws
- ***cutting off our Trade
- ***depriving us in many cases, of the benefits of Trial by Jury
- ***abolishing our most valuable Laws, and altering fundamentally the Forms of our Governments

In his 1776 pamphlet Common Sense, Tom Paine, himself an immigrant, articulated the case against monarchy in America: "the exalting one man so greatly above the rest cannot be justified on the equal rights of nature..." A proponent of republicanism, Paine stated, "The cause of America is in a great measure the cause of all..."

Today, America is again threatened by incipient authoritarianism and monarchial pretensions. On Labor Day and again on Saturday, October 18th of this year, Oneonta participated in the national *No Kings* movement through rallying and marching.

On October 18th, UUPers joined with a cross section of our community for the No Kings 2.0 protest, filling the large Oneonta field on Market Street adjacent to Foothills. The Indivisible coalition, encompassing several groups, issued the call and organized the event. Approximately 2,500 locals came to stand for democracy in this historic October 18th gathering.



Locals came to stand for democracy

Virginia Kennedy, a prime leader of the local Indivisible movement and platform facilitator, directed the day's program. Dr. Kennedy is also an Adjunct Lecturer in the SUNY Oneonta English Department and a UUP member.

Conservative and liberal, Republican and Democratic, young and old, working class and professional, religious and secular, Black and White, No Kings 2.0 represented a diverse demographic. United by a commitment to a democratic republic, the sovereignty of the people, and constitutional law, they spoke the truth when repeatedly answering Kennedy's call "What does democracy look like?" with a roar of "Democracy looks like this!" Many issues, often intersecting, others divergent, brought protesters together. Wearing a bright red shirt emblazoned with the UUP logo, Erin Wagner, recipient of a Chancellor's Award for Excellence in Scholarship & Creative Activities at SUNY Delhi, told the gathering that ICE has seized immigrants in our community. Dr. Wanger reminder us that the Bible calls for compassion toward the stranger.



Speakers Reverend LaDana Clark, left, and UUPer Erin Wagner, right

Identifying herself as a conservative, a Republican, and a Christian, a Job Corps student noted our mutual commitment to stop the capricious dismantling of programs that broaden access to the American Dream.

As a demonstrator's sign proclaimed, "America does not Kneel to Kings." Bold and colorful homemade signs captured the spirit of the No Kings 2.0 rally. Their messages included: "Stop the Redcoat Raids;" "Show Me the Man —I'll find the Crime;" "When you Grasp Nothing, you'll Grab Anything;" "We Love America—We Want to Save It;" "No ICE;" "Build Bridges, Not Walls;" "My Tummy Hurts, & I'm Mad at the Government," "We dumped one king in 1776. We can do it again," "Hands Off!" "Hate Won't Make Us Great," "History has its Eyes on You," "Fight Truth Decay," "Ribbet (with drawing) — Hop on It — The Resistance," and "Healthcare Matters."



My Tummy Hurts



Spirit of 1776



History & Truth



Reject Hate: Embrace the Flag



Poly Sci Chair/UUPer Dr. Matt Murphy and "the Resistance"

Veterans were well represented at the rally. The top of another sign read "My Heroes," in the middle photos displayed a World War II Women's Army Corp enlistee and a male aviator, and the bottom bore the words "No Bone Spurs."



Civic leader Paul Patterson honoring the Flag & American Heroes—without bone spurs

The most important and reverent displays at the gathering were numerous United States flags. We will not surrender to autocrats and oligarchs the flag and what it stands for — "one nation, indivisible, with liberty and justice for all."



America's Flag

After major addresses, music, chants, and bonding, the determined ensemble divided into two large columns, one marching east and the other west as they circled to common ground on Main Street. Then, in the solidarity display that followed, protesters lined the sidewalks of Main Street, holding their signs high, ignoring barbs while answering supportive honks of car horns and waves with appreciative recognition.

In Oneonta, many UUPers joined their brothers and sisters from the community for the **No Kings 2.0** demonstration. But we need to do more. This is but the beginning of a struggle to preserve the American democracy. UUP numbers must grow at future rallies.



UUPers stalwarts, from left, Bill Simons, Ethan Fox, Jesse Simpauco, Anthony Nichols, Rob Compton

Student presence demands example and encouragement. Alliances between unions and community necessitate attention. Speech, diversity, curriculum, research, international faculty and students, and funding on campus face attack. In the nation, immigrants, healthcare, nutritional accessibility, environment, election procedures, prosecutorial objectivity, and opportunity programs are imperiled.

Oneonta's **Kings 2.0**, standing tall for democracy, augmented a movement spanning from Maine to California and beyond. Reporter Corina Knoll observed: "The vibe in most places was irreverent but peaceful and family-friendly... Each crowd, everywhere, shared the same mantra:

No kings. Collectively, the daylong mass demonstration... held in thousands of locations, condemned a president that the protesters view as acting like a monarch."

As The New York Times editorialized, "What separates democracy from authoritarianism, the rule of law from lawlessness and a decent society from an indecent one is not just the goal but the process." Teddy Roosevelt, patriot and president, found genuflecting before a supreme leader antithetical to Americanism: "To announce that there must be no criticism of the president, or that we are to stand by the president, right or wrong, is not only unpatriotic and servile, but is morally treasonable to the American public."

Remembering Cynthia Klink: Teacher, Scholar, Fighter, UUP Leader by Nancy Simons, Reference Librarian Emeritus and Former Chapter Delegate/Newsletter Editor



Cindy, as we remember her

Cindy Klink, longtime SUNY Oneonta Anthropology Department and former UUP Oneonta Officer for Contingents, passed away on October 23, 2025, after a valiant battle against small cell lung cancer. Cindy will be remembered for her infectious enthusiasm, love of teaching, and her fight to achieve adjunct faculty salary equity.

Cindy is among the inaugural recipients of the SUNY Chancellor's Award for Excellence in Adjunct Teaching. In addition, UUP honored her with the Fayez Samuel Award for Courageous Service by Part-Time Academic and Professional Faculty. Cindy demonstrated resolve and intelligence in the campaign for adjunct equity. As a central protagonist in the 2015-2018 UUP Oneonta campus equity campaign for adjunct faculty, Cindy gathered petition signatures, wrote for *The Sentinel*, mapped strategy within the Chapter Adjunct Advisory Committee, organized a well-attended campus equity event, spoke wisely and courageously at meetings, and attended the State UUP Delegate Assembly plenary session in Albany to speak in favor of the Oneonta adjunct equity resolution. Unfortunately, many of Cindy's observations still hold true:

We adjuncts are highly educated professionals with advanced degrees and significant experience both in and outside the classroom. Yet we are paid at or below minimum wage as if we were unskilled workers. We adjuncts do the same teaching work in our classes as our full-time colleagues. We teach many of the same courses. We have the same time obligations, the same preparation and grading work, and the same student responsibilities. Many of us teach specialized advanced courses, just as full-time faculty do. Yet our pay says that the work we do has significantly less value. It is no exaggeration to say that without the classes we adjuncts teach, our individual colleges and the SUNY system as a whole would fail their educational mission because the classes students want, the classes they need to graduate are not being taught - or already filled to or beyond capacity. Yet our pay says that we are insignificant, irrelevant, and expendable. I unfortunately have 12 years of personal experience with this unfair, unethical, and exploitative treatment of adjunct faculty by SUNY. Change is desperately needed and long overdue. I urge UUP to commit to righting this wrong, and adopt the resolution to work for adjunct equity.

Those who witnessed Cynthia Klink's presentation will not soon forget it. The adjunct equity resolution passed unanimously. It prodded State UUP to ratchet up the fight for contingent employees and led to victories at SUNY Oneonta that paced our sector. Her example continues to motivate us.

Cindy played pivotal roles in shaping the agendas and issues of Chapter Labor-Management and the Part-Time Labor Management meetings as well as by serving as a UUP representatives at both. Cindy wrote incisive articles and took revealing photographs for *The Sentinel*, then the Oneonta Chapter flagship newsletter. She added strength to in-district Outreach advocacy on behalf of SUNY as an important part of the Oneonta delegation. As a panelist, *Vision for the*

Future program, Cindy articulately integrated part-time issues into the future of the College. She was also one of two UUP representatives to meet with the SUNY Oneonta President in a direct, substantive meeting concerning the status of contingents. Cindy played an essential a role in the petition and quad initiatives to raise the starting pay of adjunct faculty as well as of the subsequent Labor-Management interface that culminated in a 20% increase in starting pay for adjunct faculty. And Cindy was the co-creator of the high impact UUP Oneonta presence for National Campus Equity Week.

Mark Ferrara, currently UUP Oneonta Chief Negotiator, former VP for Academics, and Cindy's predecessor as Officer for Contingents, provided this indelible memory of Cindy a full throttle:

Damn! On the morning of the event, capricious nature unleashed a heavy downpour. All that work seemingly for naught, but Cindy, a dynamo throughout, was not deterred. She contacted Dr. Jan Bowers, Dean of the School of Education and Human Ecology, who has authority over Fitzelle, and Dean Bowers granted us permission to move into the Fitzelle lobby.

Weather overcome — the UUP Campus Equity program turned out to be a great event. Engagement, high purpose, and enthusiasm marked the day. Incredibly UUP interacted via conversations, literature, written comments, and stop by with approximately 850 Academics, Professionals, students, brothers and sisters from other unions, and an eclectic ensemble of passersby. It was an incredible event.



Cindy, third from left, and her UUP Campus Equity Week Team

Bill and I had the opportunity to observe Cindy teaching at the Pine Lake Archeological Field Station. The 4000-year-old site constituted a seasonal "food court" for a group of huntergatherers. This hands-on experience represented a unique learning experience for the students. Meticulous recording and coding necessitate the dualism of speed and accuracy. Alacrity and patience are yoked. As one student asserted, "The more you do it, the more it grows on you." Most students came to Pine Lake because of classes with Cindy or Nicole Weigel (Hartwick), and the on-site work ignited a passion despite its considerable demands, another reminder of the tremendous impact of our adjunct faculty on students. As Bill and I walked through the site on that late June day, we witnessed students totally engrossed in scraping and sifting soil, their bubbling enthusiasm infectious. For some students, the opportunity to work with Cindy and Nicole literally changed the direction of their lives. For example, Ian Leggett became an anthropology major due to Cindy. And Zack Hinckley pursued a graduate degree in Archaeology in Aberdeen, Scotland thanks to the inspiration he received from his field experience.

Condolences to Cindy's husband, fellow anthropologist Brian Haley. Cindy will be missed but not forgotten, and her legacy will continue to inspire us.

UUP Oneonta Executive Board Meeting Minutes

Wednesday, October 1, 2025: Le Café

by Michael McAvoy, Academic Delegate, Secretary for the Day, UUP Oneonta

Minute taker of the day: Mike McAvoy

Present:

<u>Le Café:</u> (15) Ron Bishop, Shirley Clark, Teresa DeSantis (Chapter Administrative Assistant), Ethan Fox, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Mike McAvoy, Anthony Nichols, Geoff O'Shea, Jessie Simpauco, Loraine Tyler, Rich Tyler, Matt Unangst, Gary Wickham

Virtual: (0)

I. President Shirley Clark called the meeting to order at 12:00 PM.

- a. Clark noted that her monthly President's Report was distributed prior to the meeting.
- b. Support colleagues at ESF. Pass it on.
- c. L. Tyler provided the Motion: To appoint Ethan Fox as our Political Outreach Coordinator. Unangst seconds the motion. Following discussion, Wickham moved to close and L. Tyler provided the second. Hearing no objection, Clark requested the vote: 14 "Yes," 0 "No," 0 Abstentions.
- d. McAvoy made the Motion: To accept the revised and amended bylaws for consideration by the chapter. R. Tyler provided the second. Following discussion and questions, McAvoy moved to close discussion and R. Tyler provided the second. Clark requested a vote: 14 "Yes," 0 "No," 0 Abstentions.

II. Officer's Reports

- a. Vice President for Academics Vacant
 - i. Inquiry about the 3-3 load. Clark replied that the discussion will continue in LM. There's discussion about cost neutrality. The move out of Netzer may have disrupted the timeliness of conversations. In discussion, conversation among chairs in Council and to be pursued in 2026 rather than 2025. Clark stated that this is on the LM agenda for Monday.

b. Vice President for Professionals

- i. No need for Toolkit approval.
- ii. Professionals are receiving appointment letters received after the date by which a signature is required. In discussion, this delay is a LM issue.
- iii. Question about whether professionals have adequate representation in University Senate.

c. Treasurer

- i. Recognition that chapter will expend all current funds prior to end of fiscal year.
- ii. Bishop provided the Motion: The Treasurer to request funds from the Chapter Support Line. Koeddermann provided the second. Following discussion, Clark requested a vote. 14 "yes," 0 "no," and no abstentions.

d. Secretary

- i. Minutes of September 3, 2025 Executive Board meeting. R. Tyler made the Motion: To accept the minutes of the Executive Board Meeting held September 3, 2025. Simpauco provided the second. Clark requested changes and corrections.
 - 1. Christine Edwards, not "Christina."
 - 2. Health and Safety Officer, not "Office."

Koeddermann moved to close discussion. R. Tyler provided the second. 13 "yes," 0 "no," and 1 abstention.

e. Officer for Contingents

- i. No report.
- ii. In discussion, there is an inability to negotiate the Cortland model of 4-4 load. 4-5 campuses have this model. Should be part of the contract box with Statewide.
- iii. In discussion, need to provide contract letters to contingents prior to their start dates.

f. Officer for Retirees

- i. There is a meeting 10/7 in Delhi.
- ii. Received in the mail the Retirees Handbook. The materials in the office are out of date.
- iii. Will meet with Dan Quackenbush at the DA.
- iv. Question about how active are the retirees. 20 of 300 are signed up for the meeting in Delhi.

g. Diversity, Equity and Inclusion Officer

- i. Meeting 10/7, 12-1 in Le Café.
- ii. Request additional members. Responsibility is to arrange discussions.
- iii. Question about immigration enforcement. No actions are known but the anxiety is here and affects travel planning.
- iv. Question about H1B. Clark will request a discussion for LM. Lack of clarity about sponsored versus freelance. Will the University and SUNY continue to support?

h. Membership Development Officer – Vacant

- i. Unangst informed Rob Trimarchi is our organizer.
- ii. Lydia is now an adjunct at Albany.
- iii. Kristie Sammons has been keeping Matt in the loop.
- iv. Dom Licata is the Regional membership specialist.

III. **Upcoming and Past Events**

- a. Fall DA. Koeddermann provided a Motion: The chapter will pay \$93.89 for a room on Thursday evening for Ethan Fox. L. Tyler provided the second. Following discussion, Clark requested a vote. 12 "yes," 0 "no," and 1 abstention.
- b. Fall DA. R. Tyler provided a Motion: The chapter will pay \$161.89 for Betty Wambui to attend the DA as an observer. Jerri Anne Jerminario provided the second. In discussion, although not active in chapter executive board work, Dr. Wambui is in the Women's Concerns Committee. Clark requested a vote. 8 "yes," 3 "no," and 2 abstentions.
- c. 2025 Chapter coffee hours. L. Tyler is seeking to provide chapter coffees around campus this fall rather than Milne only. Options and suggestions include Physical Science, Open Space Gallery, Welcome Center, and Hunt.
- d. Holiday Party. L. Tyler plans evening of December 5, a Friday. In discussion, the order of suggested preference is the Elk's Club, in Otego at The "O," and the 6th Ward Athletic Club. Encouragement to take the paths of least resistance.
- e. A Restorative Justice Approach to Immigration is October 7 at noon in Le Café.

- f. Chapter Meeting is October 8 at noon in Le Café. Clark will email Bylaws and provide a single copy at each table.
- g. LRS Workshop is October 29 at 9am in Le Café.

IV. Adjournment

a. Wickham moved to adjourn. Koeddermann seconded. The meeting adjourned at 1:20 PM.

Thanksgiving Day Recipe- Pumpkin Soup!

by Teresa DeSantis, UUP Chapter Assistant and former Adjunct Lecturer in Art



Here is a quick and easy pumpkin soup for less stress at the holidays. This luscious pumpkin soup is full of vitamins and nutrients to keep your body happy and healthy at holiday time.

- 2-3 cans canned pumpkin (15 oz)
- 1 chopped yellow onion
- 2-3 cloved minced garlic, to taste
- 4 tablespoons olive oil
- 4 cups (32 ounces) vegetable broth
- ½ cup coconut milk or half and half
- 2 tablespoons maple syrup or honey
- ½ teaspoon salt
- ½ teaspoon cinnamon

½ teaspoon nutmeg

½ teaspoon cloves

½ teaspoon cayenne pepper or curry powder- to taste

black pepper, to taste

Garnish: Roasted pumpkin seeds, nuts, chopped arugula, chopped scallions, chives, etc.

Roast the garlic and the onion in the olive oil. Put the vegetable broth in a pot. Add the canned pumpkin. Add the roasted onion and garlic. Add the spices. Gently heat to a boil on stove, then simmer 15-30 minutes to combine the flavors. Remove from stovetop.

Final step- add the coconut milk or half and half and maple syrup or honey before serving. Garnish with roasted pumpkin seeds, nuts, or chopped arugula, chopped scallions, chives, etc. Enjoy!

(Source: Adapted from: https://cookieandkate.com/creamy-vegan-pumpkin-soup/)

(Photo: https://www.bbcgoodfood.com/recipes/pumpkin-soup)

Chapter Events:

Visit our website and view the calendar of events.

https://uuphost.org/oneonta/events/calendar/

Link to add the .ics link to your own calendar:

https://outlook.office365.com/owa/calendar/0b2f0cba755a40ce9fb198e743643e3c@uupmail.org /1fa294ad4ad54c24ba21fc4fa440b5227713049514609190491/calendar.ics

UUP Unplugged! (Formerly Coffee/Social Hour)

Just stop by! No RSVP is required.

Hot apple cider and sweet baked goods will be served. From 3:00-4:30 PM on the following dates:

November 7, 2025

November 19- Morris Complex- Room 104 December 10- Human Ecology- Martha Pratt Suite- Room 144

You can RSVP for the events using the links below to the Google Sign-Up Forms:

UUP Oneonta-Chapter Meeting- November 12th at 12 PM: At the November Chapter Meeting, the members will be voting on the revised ByLaws. In-Person registration is closed. Here is the Zoom link if you wish to attend remotely:

Join Zoom Meeting:

https://zoom.us/j/97278674611?pwd=ZMcHs8s4limCqmUhuVAgN6j0F0beft.1

Meeting ID: 972 7867 4611

Passcode: 437350

One tap mobile

- +16469313860,,97278674611#,,,,*437350# US
- +16465588656,,97278674611#,,,,*437350# US (New York)

Professionals' Luncheon- Carolyn Kube-Weds, November 19th 12-1 PM in Le Café:

Please Join Carolyn Kube Statewide Vice President for Professionals for a workshop on Promotions. How is a promotion defined in our contract, and why is it so difficult to get one. We will discuss the barriers and give examples of successful ways to get a promotion or salary increase.

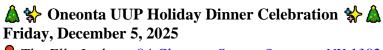
https://forms.gle/yT9WqvoT5SkMQhEM9

<u>UUP Oneonta-Chapter Meeting- December 10th RSVP form. Lunch is pizza and salad:</u> The speaker is Rachel Kornhauser with a Sustainability Update.

https://forms.gle/dkJyVobprTfaPXKn6

<u>UUP Oneonta-Holiday Dinner and Short Meeting- December 5th RSVP form:</u>

https://forms.gle/wKTb5qKXmjoCukHs7



🖣 The Elks Lodge – <u>84 Chestnut Street, Oneonta, NY 13820</u>

Chicken Piccata w/lemon cream sauce, Pasta Primavera, Mixed Green Salad, Bread and Butter, Coffee and Tea and Apple Crisp for Dessert

1 Festivities begin at 6:00 PM

Celebrate the season with your UUP colleagues at our **annual Holiday Dinner**Celebration! Enjoy an evening filled with delicious food, good company, and the warmth of union camaraderie as we come together to reflect on the year and toast to the next.

Each **UUP member is welcome to bring one guest** to share in the festivities.

Seating is limited — please RSVP <u>here</u> as soon as possible!

https://forms.gle/wKTb5qKXmjoCukHs7

Kindly reply by Thursday, November 20, 2025 to reserve your spot.

Let's Celebrate the Holidays Together!

Know Your Contract Lunch & Learn Sessions- Fred Kowal, President, Statewide UUP:

Dear Colleagues:

Bargaining and enforcing our contract is arguably the most important thing that UUP does as a union. Our contract reflects the fact that UUP is the most diverse and comprehensive higher education union in the country; in addition to ensuring salary increases it establishes worker rights and protections including due process, job security, health benefits, and much more, with provisions designed to address the needs of professionals, academics, health care workers, contingent faculty, and the full range of higher ed workers in our union.

As UUP prepares to begin contract negotiations with New York State, we want to prioritize member education and engagement. We are pleased, therefore, to offer a series of Know Your Contract Lunch-and-Learn sessions. Each workshop, led by our excellent LRS staff, will cover a key aspect of the contract (see schedule below). We encourage everyone to sign up for as many sessions as you would like.

Click Here to Register

Articles 7 & 19: Grievances and Discipline	November 12 11:00 am – 12:00 pm
Articles 7 & 19: Grievances and Discipline	November 13 12:30 pm – 1:30 pm
Article 23: Leave Provisions	November 20 12:30 pm – 1:30 pm
Article 23: Leave Provisions	November 21 12:00 pm – 1:00 pm
A-28 and Related Provisions	December 8 12:30 pm – 1:30 pm
A-28 and Related Provisions	December 9 11:30 am – 12:30 pm
Health Science Center Member Protections & Benefits	December 16 11:30 am – 12:30 pm
Maximizing Your Contractual Benefits (JLMC/PEP/DCAA/Space Available)	December 17 1:00 pm – 2:00 pm
Article 39 – Health Insurance	January 7 11:30 am – 12:30 pm
Maximizing Your Contractual Benefits (JLMC/PEP/DCAA/Space Available)	January 8 1:00 pm – 2:00 pm
Article 39 – Health Insurance	January 13 12:30 pm – 1:30 pm
Health Science Center Member Protections & Benefits	January 14 11:00 am – 12:00 pm
Contingent Employee Provisions	January 22 12:00 pm – 1:00 pm
Contingent Employee Provisions	January 23 1:00 pm – 2:00 pm
Job Security & Retrenchment	January 28 11:00 am – 12:00 pm
Job Security & Retrenchment	January 29 12:30 pm – 1:30 pm

Announcements: We welcome your written contributions to our newsletter! What are your areas of concern? What research are you doing? How can we make things better together? Please send all contributions to Chapter Assistant Teresa DeSantis at our Chapter Email address- one onta@uupmail.org We appreciate your efforts to contribute to our newsletter.

Disclaimer:

The UUP Oneonta website and its publications, including The Sentinel and the UUP- Date! may contain views and opinions which are those of the authors and do not necessarily reflect the official policy or position of any other author, agency, employer, organization, or affiliate, including but not limited to the UUP Oneonta Chapter or its officers, United University Professions (UUP) or its statewide or national affiliates.

UUP Oneonta Website:

To go to the UUP Oneonta Chapter website, go to the following link at

https://uuphost.org/oneonta/

The UUP Oneonta Chapter website is constantly updating, evolving, and expanding. It contains information about member benefits and many other important topics.

The Statewide UUP website is located at https://uupinfo.org

UUP- United University Professions- SUNY Oneonta-Oneonta Chapter-Contact List

UUP Oneonta Chapter Website: https://www.oneontauup.org/

Statewide UUP Website: https://uupinfo.org

UUP Benefits: https://uupinfo.org/benefits/btf.php

UUP Oneonta Chapter- Executive Board Contact List:

Executive Board Officers:

Shirley Clark- President <u>clarksa12@gmail.com</u> Campus Ext. 2029

Jessie Simpauco - Vice President for Professionals- jessie_simpauco@live.com Campus Ext. 2035

Rob Compton- Acting Vice President for Academics- robert.compton@oneonta.edu

Bill Simons- Secretary william.simons@oneonta.edu

Richard Tyler- Treasurer <u>richard.tyler@oneonta.edu</u>

Melissa Lavin- Officer for Contingents melissa.lavin@oneonta.edu Campus Ext. 3527

Gary Wickham- Officer for Veterans Services gary.wickham@oneonta.edu

Jeri Anne Jerminario- Officer for Retirees jerianne.jerminario@oneonta.edu

Grievance Officer: Geoff O'Shea-Appointed Grievance Officer geoffrey.oshea@oneonta.edu Campus Ext. 3257

Diversity, Equity and Inclusion Officer: Penina Kamina Penina.Kamina@oneonta.edu Campus Ext. 3894

Health and Safety Officer: Ron Bishop Ron.Bishop@oneonta.edu Campus Ext. 3198

Membership Development Officer: Vacant

Academic Delegates:

Loraine Tyler- Academic Delegate loraine.tyler@oneonta.edu

Richard Tyler- Academic Delegate <u>richard.tyler@oneonta.edu</u>

Bill Simons- Academic Delegate william.simons@oneonta.edu

Ed Wesnofske- Academic Delegate wesnofer@oneonta.edu

Michael McAvoy- Academic Delegate michael.mcavoy@oneonta.edu Campus Ext.3533

Penina Kamina-Academic Delegate penina.kamina@oneonta.edu Campus Ext.3894

Gary Wickham- Academic Delegate gary.wickham@oneonta.edu

Matthew Unangst- Academic Delegate Matthew.Unangst@oneonta.edu Campus Ext. 3490

Achim Koeddermann- Academic Delegate achim.koeddermann@oneonta.edu Campus Ext. 3082

Melissa Lavin- Academic Delegate melissa.lavin@oneonta.edu Campus Ext. 3527

Professional Delegates:

Shirley Clark- Professional Delegate clarksa12@gmail.com

Jessie Simpauco-Professional Delegate jessie_simpauco@live.com Campus Ext. 2035

Jeri Anne Jerminario- Professional Delegate jerianne.jerminario@oneonta.edu

Ethan Fox- Professional Delegate ethan.fox@oneonta.edu Campus Ext. 2763

Anthony Nichols- Professional Delegate anthony.nichols@oneonta.edu Campus Ext. 2724

Christine Edwards- Professional Delegate christine.edwards@oneonta.edu Campus Ext. 3800

Labor Relations Representative:

Chris Sielaff- NYSUT Labor Relations Specialist Assigned to UUP Oneonta chris.sielaff@nysut.org

UUP Oneonta- 2025-2026 Chapter Office Hours:

Chapter Assistant: Teresa DeSantis

Office Hours: Monday through Thursday, 10:45 AM-4:00 PM

Note: The office may be closed occasionally. Check the calendar of events.

Chapter President Shirley Clark- 2025 Fall Office Hours:

Office Hours with the Chapter President during the Fall will be 2nd Wednesdays of the month from 2-3 PM. E-Mail Chapter President Shirley Clark at clarksa12@gmail.com if you need to meet about anything union related.

Office: IRC 105 Phone: 436-2135 Email: oneonta@uupmail.org